

Headquarters U. S. Air Force

One Air Force, Same Fight... An Unrivaled Wingman



**Air Force Reserve
Officer Promotions
Policy Changes
(October 2007)**



Overview

-
- ➔ ▪ **AF/RE Philosophy & Perspective**
 - **Force Structure/Inventory Challenge**
 - **Recent Promotion/Force Management Changes**
 - **Time-In-Grade Eligibility Changes**



Strategy and Philosophy

(Operationalizing Strategy/Vision) **AFR Vision Vectors**

We will develop a **resource allocation strategy** to serve as a prioritized blueprint that enables us to organize, train and equip as an Unrivaled Wingman.

We will apply our resources to produce **combat capabilities** needed by the Air Force.

Our Future...We will deliver **highly experienced personnel** and modern equipment to the fight.



AIR FORCE RESERVE



Strategy and Philosophy

(Operationalizing Strategy/Vision)

- **Need to support AFR Vision, Operational Reserve Force Policy, Total Force Integration (TFI), and Force Development**
- **Need flexibility to avoid “bath tubs”**
- **Not everyone can be promoted ... nor should they**
- **Greatest opportunity for promotion should be “on-time” look**
- **Early promotion should be the exception not the norm**
- **When promoted should pin-on in a “reasonable” time**
- **Expectation ... retirement as a Lt Col is something to be proud of and represents a highly successful career**

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▪ **Bottom line: Promote right people + right time => right**



Overview

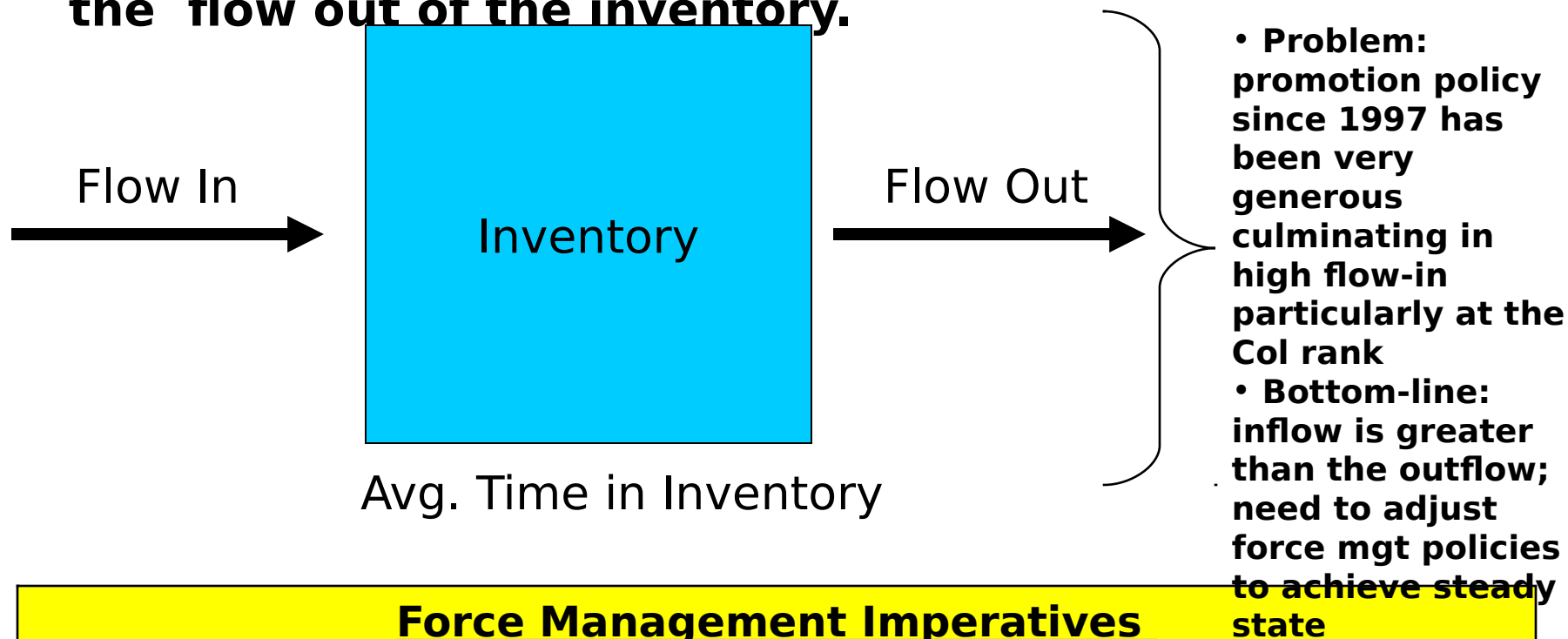
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Force Structure & Inventory Challenge

(Managing the Force)

- **To maintain a steady-state inventory now and in the future, the flow into the inventory must be equal to the flow out of the inventory.**



Force Management Imperatives

Managing and Creating the force to meet current and future missions



Force Structure & Inventory Challenge

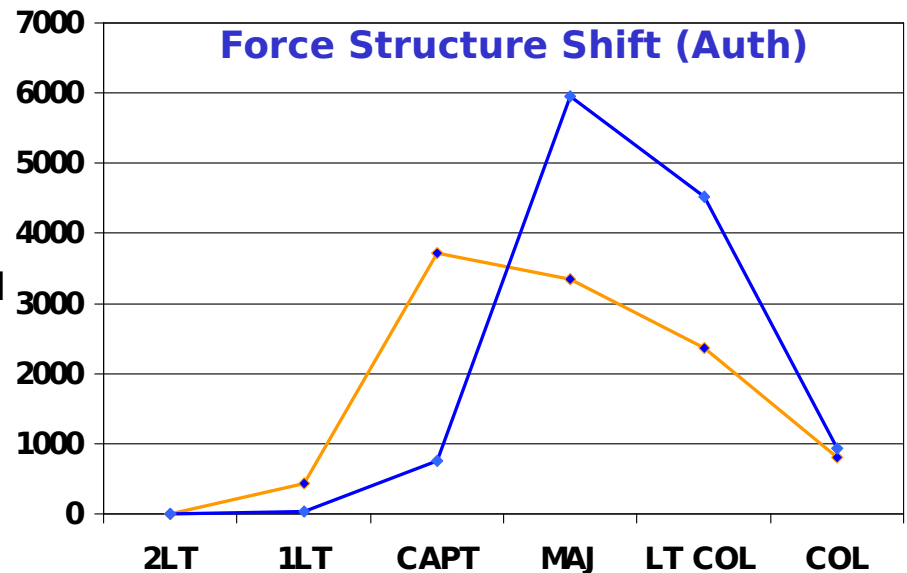
(How it Happened & Result)

- 1996 change in law from Reserve Officer Personnel Act (ROPA) to Reserve Officer Personnel Management Act (ROPMA) & RE Philosophy changed our authorization structure

- Line SelRes Force Structure shifted up beginning FY97...result:

- Increased number of Maj & Lt Col authorizations resulting in increased PV promotions to Maj & Lt Col
- Increase in PVs created larger year groups flowing through
- Larger year groups flowing into relatively unchanged Col auth structure caused myriad force

1997 Auth - Line (ROPA)
2006 Auth - Line (ROPMA)



mgt challenges (i.e. Cols not

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pinning on in timely



Force Structure & Inventory Challenge

(Promotion Tools)



Promotion
Opportunity



Eligibility & Timing

Adjust to maintain steady-state inventory

- One way of controlling flow-in to inventory at each grade is to increase or decrease promotion opportunity to increase/decrease inventory; this has been a primary tool for promotion policy adjustments
- Goal for a more balanced force management approach drives need to adjust promotion eligibility and/or timing and other initiatives



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Recent Promotion & Force Management Changes

Linked PV Quota
to Mandatory
Quota

Eliminate
continuation
for Lt Cols

Combine
SELRES/PIRR
Promotion
Boards

SSG Approved
Changes to
Promotion TIG
Eligibility

Change Colonel
Assignment Policy

JUN 06	JUL	AUG	SE P	OCT	NOV	DEC	JAN 07	FEB	MAR	APR	MAY	JUN
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Promotion
Working Group
Convened

Approved

Pending
Implementation

Lower
Colonel
Promotion
Opportunity

Change TIG to
retirement from 3
to 2 years for
Colonel & BRAC,
PBD 720 affected
Lt Col

PV PRFs
Rank
Ordered



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Promotion TIG Eligibility Changes

(Mandatory Boards)

- **Mandatory Boards:** eligibility for promotion to Colonel will change from 3 years time in grade to 4 years time in grade
 - Change will be phased in over two boards beginning with the CY08 (Oct) Colonel selection board and completed with the CY09 (Oct) Colonel selection board
 - In order to phase in the increase of TIG for officers meeting upcoming boards we'll shift the 30 Sep

Board Timing :	Promotion to:	DOR Eligibility:	TIG at Time of Board:
Oct 08	Colonel	31 Mar 05 or earlier	3 yrs 6 mos
Oct 09	Colonel	30 Sep 05 or earlier	4 yrs



Promotion TIG Eligibility Changes (PV Boards)

- **Position Vacancy Boards: promotion eligibility to Major and Lieutenant Colonel will change to “one look” at 5 years time in grade**
 - **Beginning with the CY08 (Apr/Jun) Lieutenant Colonel selection boards and the CY09 (Feb) Major selection boards**
 - **Consideration for position vacancy promotion will no longer occur at 4 years time in grade**
 - **Note: these PV changes will not affect your mandatory board opportunity and timing for promotion to Maj & Lt Col**

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